First Peoples' Cultural Council

2014/15
ANNUAL SERVICE PLAN REPORT

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NOTE ABOUT LANGUAGE USAGE IN THIS DOCUMENT

For the purposes of this document, First Nations is used in reference to registered on-and off-reserve and non-status individuals and organizations original to British Columbia, while Aboriginal is used in reference to all Indigenous peoples in Canada, including First Nations, Inuit and Métis. First Peoples' Cultural Council programs, with the exception of the arts program, are developed specifically to support B.C. First Nations communities.

Board Chair's Message and Accountability Statement

On behalf of the Board of Directors and FPCC staff, I am pleased to submit our *2014/15 Annual Service Plan Report.*

We are very proud of our achievements over the past year. On June 21, 2014, we launched the "Our Living Languages" exhibition at the Royal BC Museum, which was a full partnership with the museum. FPCC developed the story layout and content for the exhibition, in consultation with B.C First Nations cultural experts. By tapping into the expertise in communities, FPCC was able to capture the beauty of B.C.'s First Nations languages and focus attention on the many amazing community-based language revitalization efforts happening throughout the province. In April 2015, the exhibition won an Award of Excellence from the American Alliance of Museums.

In November, with the launch of the second *Report on the Status of First Nations Languages in B.C.*, we were able to again draw attention to the precarious state of our languages. The 2014 report shows that fluent speakers of First Nations languages in B.C. make up just 4.08% (5,289 people) of the population reporting. On the plus side, there has been an increase of 3,144 "semi-speakers" (now up to 12,092 people) from our 2010 report. While progress is being made in creating more speakers, there is clearly much more that needs to be done to stop the extinction of B.C.'s languages and cultures.

In order to bring the languages back to full vitality, archiving is critical, and with our language archiving program, FirstVoices.com, we have been struggling to make real headway. FirstVoices has not had any funding for a number of years and the web platform is in need of a significant update. As well, there has been no funding for communities to add new words and phrases to their online lexicons. As of May 2015, there are 9.08% words and phrases recorded on the FirstVoices website, *an increase of just 0.38%* from the previous year. We are hopeful that this critical situation will turn around in the next fiscal year thanks to additional support for FirstVoices from the Ministry of Aboriginal Relations and Reconciliation, which is the first step toward leveraging additional partners and resources for the FirstVoices rebuild.

With limited budgets, we continue to deliver excellent language and arts programs that are recognized across the province and throughout the world. While our language program struggles to meet community needs for funding, the arts department continues to grow and flourish. In March of 2014, the arts department orchestrated the Cultural Protocols & the Arts Forum. The forum attracted 70 participants from across B.C. and Canada. A report based on the forum was released in 2015.

As in previous years, we must report that all of B.C.'s languages are in danger of imminent extinction. Although much is being done by individuals and communities, the time to take real action is now.

Accountability Statement - The First Peoples' Cultural Council's *2014/15 Annual Service Plan Report* compares the corporation's actual results to the expected results identified in the *2013/14 - 2015/16 Service Plan.* I am accountable for those results as reported.

Marlene Erickson
Board Chair

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Purpose of the Organization

The First Peoples' Cultural Council (FPCC) has been offering services and programs to support First Nations language, arts and culture revitalization in British Columbia since 1990. Our role is to monitor the status of First Nations languages, cultures and arts, and to develop strategies that assist communities to recover and sustain their heritage. We serve our stakeholders and partners by providing programs and initiatives for heritage, language, arts and culture revitalization.

We serve 203 B.C. First Nations, 34 languages, 61 language dialects and a number of First Nations arts, culture and educational organizations.

FPCC was created by the provincial government in 1990 to administer the First Peoples' Heritage, Language and Culture program. The enabling legislation is the *First Peoples' Heritage, Language and Culture Act.* See: www.fpcc.ca/files/PDF/fphlcc-act-2011.pdf

According to the *FPHLC Act*, our legislated mandate is to:

- Protect, revitalize and enhance First Nations heritage, language, culture and arts
- Increase understanding and sharing of knowledge, within both First Nations and non-First Nations communities
- Heighten appreciation and acceptance of the wealth of cultural diversity among all British Columbians

The following are the key activities of the organization:

- Facilitate opportunities for First Nations communities in B.C. to receive funding for language and arts projects
- Advise government on programs and issues related to First Nations languages, arts and culture
- Develop programs and community development resources to encourage the revitalization of First Nations languages, arts and culture
- Offer a network of information and opportunities to First Nations artists and language champions
- Educate and share information with people in B.C. about First Nations languages, arts and culture
- Advocate for B.C. First Nations languages, arts and culture
- Provide training in language revitalization, archiving and immersion programs
- Work in partnership with First Nations communities to revitalize and archive First Nations cultures and languages and restore fluency in First Nations languages

Strategic Direction and Context

Strategic Direction

British Columbia is the only province in Canada that has created a Crown corporation to be the lead agency for First Nations heritage, language, culture and the arts. As such, FPCC serves the public in B.C. by heightening "the appreciation and acceptance of the wealth of the cultural diversity among all British Columbians." For more about our mandate, see the *2014-15 Government's Letter of Expectations* and *2014-15 Government's Letter of Expectations Addendum* available at http://www.fpcc.ca/about-us/reports/.

The Government's Letter of Expectations is an agreement between the First Peoples' Cultural Council and the Government of British Columbia. It defines the roles and responsibilities of each, and includes high-level performance expectations, public policy issues and strategic priorities. It is reviewed and updated cooperatively once per year by FPCC and the Government of British Columbia.

In response to direction in the *2014/15 Government's Letter of Expectations*, FPCC achieved the following:

- In 2014/15, we continued to implement the amendments to the *First Peoples' Heritage, Language and Culture Act* and the new appointment process via open call for the Advisory Committee and Board. We have a seat on the Advisory Committee for each of the B.C. First Nations languages.
- The Board and staff continued to respond to feedback regarding program delivery and policy that came out of the last AGM. Further, the Board and staff have been taking input on an annual basis from community experts and updating policies.
- FPCC has also reviewed its *Standards of Conduct* with both staff and Board and found them to be aligned with government's standards. We review them annually to ensure compliance.
- Over the past year, we have sent out a number of press releases announcing new products either developed by FPCC or by our funding recipients. Key announcements include launch of the "Our Living Languages" exhibition at the Royal BC Museum and launch of the *2014 Report on the Status of B.C. First Nations Languages*.

FPCC has established a high level of respect and credibility for our work and by continuing to operate based on our core guiding principles we have been able to maintain and enhance our reputation, both locally and globally.

In addition to its mandate, FPCC is required to comply with the government's Taxpayer Accountability Principles (TAP), which require Crown corporations to adopt principles of cost consciousness, accountability, appropriate compensation, service, respect and integrity. See: http://www.fpcc.ca/files/PDF/General/FPCC_MARR_2014_15_GLE_addendum_fully_executed.pdf .

Operating Environment

With 34 First Nations languages and 61 dialects, B.C. has the majority of Canada's First Nations languages within its borders – roughly 60%. As is the case across the country, First Nations languages in B.C. are in steep decline due to a number of factors, including social, industrial and cultural pressures from the dominant English-speaking society and the Canadian government's past policies of assimilation, manifested in the residential school system.

According to the *Report on the Status of B.C. First Nations Languages 2014*:

- Fluent speakers of a First Nations language make up 4.08% of the total B.C. First Nations population, a decrease of approximately 1% in the past four years.
- Semi-fluent speakers are up by 3,144, and now make up 9.32% of the total population.
- 59% of fluent speakers are aged 65 and over; 88% of semi-fluent speakers are under 65.
- First Nations language learners comprise 9.14% of the total, down from 11% in 2010.
- 65% of communities have recordings of their language available as a resource. This number has more than doubled since 2010.
- 117 communities (63%) have access to a FirstVoices.com archive of their language, up significantly from 2010, when only 66 communities (or 39%) had access.

All statistics are based on the survey sample, which comprised 185 of 203 First Nations communities, with a total population of 129,730. More: http://www.fpcc.ca/language/status-report

Our annual operating budget for 2014/15 was just over $4,516,000. The bulk of that goes to grants and to supporting communities to have successful projects. We operate with a small team of 10 core staff. FPCC faces a number of challenges in addressing its mandate, the greatest being the scope of work relative to the resources and time available. We simply cannot meet the language and cultural revitalization needs of all 203 communities and 34 languages given the financial and human resources at our disposal. Challenges to our language mandate, in particular, are exacerbated by the ongoing loss of fluent speakers as remaining Elders pass away.

For the last several years, the funding climate has been very competitive, a combined result of a risk-averse support base, a general lack of understanding about the unique type of work we do and the uncertain global economy. There are a limited number of funding opportunities for which we meet the criteria, and funding from more stable sources is subject to unexpected fluctuations and uncertainties.

The full cost to complete all of the B.C. First Nations language archives at FirstVoices.com is $3.2 million per year for three years. However, we have sufficient funds in our annual budget to complete only a small fraction of this work. A further challenge is the age of the technology, which is now in need of a total rebuild and is at risk of failing. FirstVoices has been taking steps to raise funds for a rebuild and plans to leverage additional funds for the project using the $300,000 for the project from MARR.

Despite the aforementioned challenges, FPCC sees a number of opportunities ahead. We enjoy a high level of support from B.C. First Nations political leadership, close working relationships with our community partners and increased international recognition. And there is also growing interest and enthusiasm for language revitalization amongst the exploding population of younger First Nations people in B.C.

We are also seeing opportunities as a result of our efforts to build relationships with organizations willing to think outside the box, both locally and globally. We hope, through these relationships, to diversify our revenue stream and access new sources of funding.

To partially address our capacity challenges, we are offering more training for communities in order that they may do their own language revitalization work, even if they are not funded. We are also building our knowledge capacity (currently in the area of intellectual property) and creating resources that can be used by communities to support this effort. And we're moving to a more collaborative approach, both internally – by having staff work across departments, and externally – by encouraging communities to work together on their language archives where appropriate.

Report on Performance

Goals, Strategies, Measures and Targets

In addition to the following goals and related strategies, performance measures and targets, FPCC is implementing the Taxpayer Accountability Principles (TAP) in partnership with MARR. Specifically, FPCC has met with staff at MARR and is collaborating to develop and implement a strategic engagement plan for 2014/15 as well as an evaluation plan intended to measure FPCC's health and performance against TAP. FPCC's Board Chair, Marlene Erickson, and Minister Rustad have been meeting on a quarterly basis, which has strengthened communication and opportunities for MARR and FPCC to work together.

GOAL 1: *To provide programs and resources to support B.C. First Nations communities in realizing their visions for the revitalization of their arts, culture and languages – so that the wealth of B.C. First Nations arts, culture and languages are preserved, accessible, recognized and valued.*

Strategies

- Support B.C. First Nations communities to mobilize around the revitalization of their arts, cultures and languages
- Deliver arts, culture and language funding to B.C. First Nations communities and organizations
- Develop and distribute effective community development tools and resources to build community capacity and to help B.C. First Nations communities develop and implement long-term plans and programming for arts, culture and language revitalization
- Use technology to archive all B.C. First Nations languages and create new tools and programming for arts, culture and language revitalization

Discussion of Goal and Strategies

Providing programs and resources to B.C. First Nations to assist them to revitalize their language and culture is an essential part of our mandate, which also aligns with the *Government's Letter of Expectations*. Therefore, this goal, and its accompanying strategies and performance measures are the most basic means of assessing our performance.

Performance Measure 1.1: Number of arts projects funded

Performance Measure	2011/12 Actual	2012/2013 Actual	2013/14 Actual	2014/15 Target	**2014/15 Actual**	2015/16 Target	2016/17 Target
Number of arts projects funded	56	52	65	60	**109**	60	60

We use the number of arts projects funded as a performance target because it is the most basic way to monitor our support of Aboriginal artists in B.C. The amount delivered this year ($1,194,000) to 109 projects included grants from the Aboriginal Arts Development Awards (AADA) and Aboriginal Youth Engaged in the Arts (AYEA). This year's number is artificially high for two reasons. The first two years of funding for AYEA were delivered this fiscal year – one at the beginning and one at the end, due to timing of the initial release of funds from the BC Arts Council. Secondly, the bulk of funding received from Margaret A. Cargill for AADA projects was delivered in the first two years, with a small amount left to be distributed in year three.

Here are the specifics for 2014/15:

Aboriginal Arts Development Awards

Category	# of Applicants	Total Requested	# of Successful Applicants	Total Awarded	Funding Partner
Individual	52	$255,525	32	$155,200	BC Arts Council ($155,200)
Sharing Traditional Arts	22	$234,028	17	$184,800	BC Arts Council ($54,800); NRT ($70,000); MACF ($60,000)
Organizations and Collectives	28	$593,060	17	$315,570	BC Arts Council ($215,570); MACF ($100,000)
Arts Administrator Internships	9	$243,712	6	$164,430	BC Arts Council ($39,430); NRT ($75,000); MACF ($50,000)
Total for AADA	111	$1,602,670	72	$820,000	

Aboriginal Youth Engaged in the Arts (two years of grants delivered in fiscal 2014/15)

Category	# of Applicants	Total Requested	# of Successful Applicants	Total Awarded	Funding Partner
Aboriginal Youth Engaged in the Arts Pilot	35	$482,870	20	$187,000	BC Arts Council
Aboriginal Youth Engaged in the Arts Year 2	24	$276,345	17	$187,000	BC Arts Council
Total for AYEA	59	$759,215	37	374,000	

GRAND TOTALS FOR FPCC ARTS PROGRAMS	**170**	**$2,361,885**	**109**	**$1,194,000**	

The data for this measure is provided by the arts department's databases.

Performance Measure 1.2: Number of language and culture projects funded

Performance Measure	2011/12 Actual	2012/2013 Actual	2013/14 Actual	2014/15 Target	**2014/15 Actual**	2015/16 Target	2016/17 Target
Number of language and culture projects funded	78	65	72	55	**68**	55	55

As with performance measure 1.1, monitoring the number of language/culture projects we fund demonstrates our ability to support language immersion programs in B.C. This fiscal year, we delivered $1,451,920 in funding to 68 language projects.

Due to fluctuations in annual funding to our organization from a number of sources, it has been challenging to come up with solid targets for this measure. As a result of reductions in funding in recent years, we have set a modest target of 55 projects funded per year. Although we exceeded our targets in 2014/15, we anticipate continued uncertainties and fluctuations in funding (due to the proposal-driven nature of many of our projects) and will maintain our target at 55 for the next few years.

The data for this measure is provided by the language and FirstVoices departments' databases.

Here are the specifics for the language program for 2014/15:

Category	# of Applicants	Total Requested	# of Successful Applicants	Total Awarded	Funding Partner
B.C. Language Initiative	32	$476,570	13	$190,735	MARR ($40,735); NRT ($150,000)
Aboriginal Languages Initiative	61	$1,863,059	22	$720,960	Department of Canadian Heritage
Pre-school Language Nest	14	$280,000	7	$157,671	First Peoples' Cultural Foundation
Mentor-Apprentice	23 (+ 7 returning)	$474,000	12 (+ 7 returning)	$253,054	MARR ($120,804); NRT ($132,250)
Language Revitalization Planning	8	$148,000	7	$129,500	MARR ($61,750); NRT ($67,750)
FirstVoices	31	$238,000	26	$150,000	NRT ($150,000)
Total	145	$3,241,629	68	$1,451,920	

Performance Measure 1.3: Percentage of B.C. First Nations languages and dialects archived on FirstVoices.com

Performance Measure	2011/12 Actual	2012/2013 Actual	2013/14 Actual	2014/15 Target	**2014/15 Actual**	2015/16 Target	2016/17 Target
Percentage of B.C. First Nations languages archived on FirstVoices.com	7.3%	8.12%	8.7%	12%	**9.08%**	15%	17%

The percentage of B.C. First Nations languages and dialects archived on FirstVoices is an important indicator of how much is left to do before we can consider the First Nations languages of B.C. completely archived. As of May 2015, community administrators have archived 9.08% of B.C.'s First Nations languages, which is an increase of 0.38% from the previous fiscal year. This fell short of our target by 2.92%.

It has been challenging to come up with solid targets for this measure because of fluctuations in (and in recent years, lack of) funding for FirstVoices. In previous years, target increases were set according to our

budget for this initiative, 0.1% per year or 1,220 entries. With archiving a priority, last year we ambitiously increased our targets in the hopes that we could raise additional funds to significantly increase our language archiving efforts. With no funds available, we were forced to lower our targets in the most recent Service Plan from 15% to 12% for 2015/16 and from 17% to 14% for 2016/17 (new targets not reflected above). We will revisit these targets in the next Service Plan based on the success of our efforts this coming fiscal year to raise the needed funds for this important language resource.

The data for this measure is provided by the FirstVoices.com database.

Performance Measure 1.4: New resources to support language and arts projects

Performance Measure	2011/12 Actual	2012/2013 Actual	2013/14 Actual	2014/15 Target	**2014/15 Actual**	2015/16 Target	2016/17 Target
New resources to support language and arts projects	25	32	10	10	**13**	10	10

The number of resources we create in a year links directly with our mandate to "create new initiatives, programs, resources and services related to First Nations heritage, language, arts and culture." While funding support is critical for the success of these community initiatives, communities also need the guidance of experts and access to information and technology to support their efforts. Accordingly, each year, staff at FPCC create and distribute a number of resources that support communities in their revitalization efforts. In 2014/15 we were slightly above our target with 13 resources.

The language department produced two resources: *I Am Taking My Language Back*, a partnership with the First Nations Health Council and the Sami Parliament. The Sami Parliament gave permission for the translation of an existing Sami document into English. The document will be used to create tools and information for First Nations in B.C. The second document was an informational card called *10 Ways to Include More Language in Your Life* created for the "Our Living Languages" exhibition at RBCM.

The arts department produced one resource: *Proceedings of the Cultural Protocol & the Arts Forum*, based on an event of the same name, which took place in Penticton in March 2014.

The FirstVoices team facilitated and/or produced 10 new resources over the past year. Four community groups worked on FirstVoices Language Tutor projects with each community creating a minimum of 10 Language Tutor lessons. The languages were: NuučaaɁuɬ (Hesquiaht), Secwepemctsín (Spi7uy Squqluts), Halq'eméylem (Sto:lo), Secwepemctsín (Secwepemc Cultural Ed. Soc.)

The data for this measure is provided by the arts, language and FirstVoices department managers.

GOAL 2: *To communicate effectively about the work of the First Peoples' Cultural Council to ensure it is seen as the go-to organization for government, First Nations leadership and the public for information, services and advice related to B.C. First Nations arts, culture and language issues.*

Strategies

- Promote and celebrate First Nations languages, arts and culture in B.C.
- Raise awareness about the current state of B.C. First Nations arts, culture and languages
- Inform B.C. First Nations communities, government and other key stakeholders about FPCC's programs, services, resources and partnership opportunities
- Expand our network of language champions, both within B.C. and globally discussion of goal and strategies

Discussion of Goal and Strategies

This goal directly aligns with our mandate to increase understanding and heighten appreciation of First Nations languages, cultures and arts, as outlined in the *Government's Letter of Expectations*.

The measures we have chosen for this goal reflect the importance of communicating effectively with our key stakeholders in First Nations communities and the wider public, government and potential supporters using a wide range of communications tools and channels that include events, the internet and social media.

Performance Measure 2.1: Number of communications contacts

Performance Measure	2011/12 Actual	2012/2013 Actual	2013/14 Actual	2014/15 Target	**2014/15 Actual**	2015/16 Target	2016/17 Target
Number of communications contacts	4,749	5,463	8,288	8,200	**12,231**	6,070	6,270

This performance measure is an indication of the success of our communications efforts, both in getting information out to our target audiences and building a presence for the organization in the larger community. Our communications contact list has grown substantially this year, more than doubling to 12,231. It includes (accurate as of March 31, 2015):

- 36 B.C. and national arts administrators
- 46 FirstVoices administrators
- 102 Arts Map entries (an increase of 28 from last year)
- 9 Endangered Languages Project Governance Council members
- 7,658 Twitter followers (increase of 947)
- 3,550 Facebook Followers (increase of 2,643)
- 205 First Nations communities/Bands
- 152 general arts list serve contacts
- 473 subscribers to electronic communications (increase of 239)

In the 2014/15, we saw a dramatic jump in our number of Facebook followers from 907 to 3,550, which pushed us above our target for this measure. We attribute this to an increase in the profile of the organization through our participation in a number of special projects and partnerships, including the "Our Living

Languages" exhibition at the Royal BC Museum and the international Endangered Languages Project, initially a partnership with Google.

In our most recent Service Plan, the target for 2015/16 was increased from 6,070 to 8,400; the 2016/17 target was increased from 6,270 to 8,600 (new targets not reflected above). We will revisit these targets in the next Service Plan, based on our results in this report.

Performance Measure 2.2: Website traffic and resource downloads

Performance Measure	2011/12 Actual	2012/2013 Actual	2013/14 Actual	2014/15 Target	**2014/15 Actual**	2015/16 Target	2016/17 Target
Website traffic and resource downloads	465,557 Visits	576,337 Visits	676,797 Visits; 4,610 Downloads	590,000 Visits; 3,500 Downloads	916,077 Visits; 3,383 Downloads	600,000 Visits; 3,500 Downloads	610,000 Visits; 3,500 Downloads

Monitoring our website traffic and downloads of online resources is a valuable way to measure our ability to communicate our message.

In 2013/14, traffic to our websites was as follows (website visits):

FirstVoices.com (main website): 590,526 (increase of 175,601) (FW)
FirstVoices.com (members' website): 55,860 (increase of 22,589) (FW)
FirstVoices Kids: 127,912 (increase of 42,837) (FW)
FirstVoices Language Tutor – Learner Website: 10,750 (decrease of 4,796) (FW)
FirstVoices Language Tutor – Builder Website: 27,803 (increase of 12,785) (FW)
Fpcc.ca (FPCC main website): 37,090 (decrease of 70) (GA)
Maps.fphlcc.ca (Language Map): 63,424 (decrease of 7,571) (GA)
First Peoples Arts Map: 2,712[1] (decrease of 2,145) (GA)
TOTAL VISITS: 916,077 (increase of 239,280)

FW = Funnel Web Analyzer GA = Google Analytics

The total number of visits exceeds the target number by 239,280. The increases can largely be attributed to visits to the FirstVoices websites, which is remarkable considering lack of funding to the project. When examining the traffic to our individual sites, the FirstVoices main website, FirstVoices Kids and the FirstVoices Language Tutor all experienced substantial increases in visits in 2014/15. We can attribute this to the visibility of FirstVoices.com at the "Our Living Languages" exhibition, where it is a key feature.

Visits to the FPCC main site remained consistent with the previous year, whereas the Language Map, Language Map and Arts Map all saw decreases. The total number of app downloads from FirstVoices was 3,383, which was slightly below our target.

In our most recent Service Plan, the target for 2015/16 was increased from 600,000 to 610,000 visits; the 2016/17 target was increased from 610,000 to 620,000 visits (new targets not reflected above). Based on the results of this report, we will revisit these targets in the next Service Plan.

[1] Data was missing for April and May 2014; as a result this result is an extrapolation using 10 months of data.

Performance Measure 2.3: Number of events, conferences and community visits

Performance Measure	2011/12 Actual	2012/2013 Actual	2013/14 Actual	2014/15 Target	**2014/15 Actual**	2015/16 Target	2016/17 Target
Number of events, conferences and community visits	New measure – not reported	New measure – not reported	25	25	**29**	25	25

This new target, added to last year's Service Plan, measures attendance at language, culture and arts themed events and conferences, as well as visits to communities as another way to communicate with our key stakeholder groups, including First Nations, First Nations leadership, funders and the wider public. In-person contact results in raised awareness of our programs and organization and increases our vital support network.

We were slightly above our target this year at 29, which included 4 community visits by the language department, 5 arts outreach events, 8 language training sessions (including webinars), 3 major events coordinated (in part or entirely) by FPCC, plus attendance and/or presentations at 9 conferences, in B.C. and internationally. We will maintain our target at 25 moving forward.

GOAL 3: *To attract and retain a dedicated team of employees who contribute to the success of our organization and further our mandate.*

Note: There is only one performance measure under this goal – percentage of employees who said they are engaged or highly engaged. There was a lack of internal capacity to conduct this survey in 2014/15. As a result, we will not be reporting on this measure in this report. With more capacity in 2015/2016, we will be conducting the survey in the new fiscal year. In the table below we are providing an account of our past performance and future performance in this area.

Performance Measure 3.1: Number of events, conferences and community visits

Performance Measure	2011/12 Actual	2012/2013 Actual	2013/14 Actual	2014/15 Target	**2014/15 Actual**	2015/16 Target	2016/17 Target
Percentage of employees who said they are engaged or highly engaged	77%	78%	N/A	77%	**N/A**	77%	77%

GOAL 4: *To create a sustainable organization that attracts investments from a diverse base of funders.*

Strategies

- Develop and maintain good working relationships with our community partners, government funders and First Nations leadership
- Continue to develop FPCC as a strategic, responsive, results based organization
- Attract investments and donations from provincial government ministries, the federal government, foundations and private sector partners
- Continue to seek resources to realize our goal of creating a First Peoples' Cultural Institute[2]

Discussion of Goal and Strategies

FPCC depends on the support of its partners for funding, be they government agencies, private donors or foundations. The goal speaks directly to our strategic focus of diversifying our funding base. We also recognize that fundraising goes hand-in-hand with relationship building, and therefore, some of our related strategies address the need to create and maintain strong relationships, while also building on our reputation as a leading-edge organization, both locally and around the world.

Performance Measure 4.1: Number of active partnerships on programs and special events

Performance Measure	2011/12 Actual	2012/2013 Actual	2013/14 Actual	2014/15 Target	**2014/15 Actual**	2015/16 Target	2016/17 Target
Number of active partnerships on programs and special events	New measure – not reported	New measure – not reported	16	5	**8**	5	5

This performance target measures new and ongoing funding opportunities that are provided to FPCC by our partners, many of which are cost-shared. Our capacity to work with partners to make projects happen is a good measure of the effectiveness of our operations.

We had eight partnerships in 2014/15, which was an increase of three from our target. We were able to exceed our target, thanks to participation in several special projects in 2014/15. In the most recent service plan, we revised our targets for 2015/16 and 2016/17 from 5 to 7 (new targets not reflected above) and we will likely maintain partnerships at this level moving forward.

Performance Measure 4.2: Contacts and meetings with potential funders

Performance Measure	2011/12 Actual	2012/2013 Actual	2013/14 Actual	2014/15 Target	**2014/15 Actual**	2015/16 Target	2016/17 Target
Contacts and meetings with potential funders	New measure – not reported	New measure – not reported	32	25	**23**	25	25

[2] See Appendix I for a link to information about our vision for a First Peoples' Cultural Institute.

This performance target measures our relationship-building efforts with potential funders made via meetings and contacts throughout the year.

We were slightly lower than our target this past year, due to reduced capacity within the organization.

Performance Measure 4.3: Revenue from both new and ongoing sources

Performance Measure	2011/12 Actual	2012/2013 Actual	2013/14 Actual	2014/15 Target	**2014/15 Actual**	2015/16 Target	2016/17 Target
Revenue from both new and ongoing sources	New measure – not reported	New measure – not reported	Ongoing: $3.1M[3]; New: $674,600	Ongoing: $3.1M; New: 650K	**Ongoing: $2.8M: New: 519K**	Ongoing: $3.1M; New: 650K	Ongoing: $3.1M; New: 650K

The successful realization of our mandate requires stable ongoing sources of revenue that we can use to support our initiatives. This new performance target measures revenue from new as well as existing sources, including governments, foundations and private partners. It includes cost-shared, matching and leveraged funds. [4]

We were slightly lower on both targets this year. The ongoing amount was $300,000 lower than the target due to funds that have been deferred to 2015/16 on multi-year projects. The target for the "new" amount was $81,000 lower than the target. Targets for the "new" portion of the funding for 2015/16 and 2016/17 were lowered in the most recent Service Plan from 650,000 to 300,000 as a response to the challenges FPCC faces attracting new funding (new targets not reflected above).

Note: Efforts to leverage new funding align with the TAP principle of cost-consciousness.

[3] This number has been corrected. The number in the 2013/14 Annual Report ($1.6M) did not include key ongoing funding partners.

[4] The actual in 4.3 is less than revenue reported in the financial summary because we do not include time-limited project funding in this performance measure. The target amount in this performance measure does not match the budget because FPCC doesn't have a set budget and must fundraise every year.

Financial Report

Management Discussion and Analysis

This discussion and analysis of the financial results from operations and financial position for the year ended March 31, 2015 should be read in conjunction with the audited financial statements and accompanying notes. Management has included some forward-looking statements, which we believe to be reasonable, based on information currently available, but these statements are subject to risks and uncertainties that may cause future actual results to differ from those forward-looking statements.

The Service Plan budget in the Financial Resource Summary Table is a forecast approved by the Minister of Aboriginal Relations and Reconciliation (MARR). The Auditor's Report is unqualified and financial statements are considered to fairly represent the financial position and operations of the First Peoples' Cultural Council (FPCC) for the year ended March 31, 2015.

FPCC closed the year ended March 31, 2015 with a balanced budget on expenditures of $4,516,000. The Financial Resource Summary Table provides a summary of operating results for the year (fiscal 2015) along with historical and forward-looking information. The forecast figures for 2016 through 2018 reflect the currently approved Service Plan for FPCC.

Service Plan Budget vs Actuals
There were a few budget categories with variances between the Service Plan budget and the actuals. The commentary will only discuss variances over 1% of the total gross budget for 2014/15. Due to the nature of how revenues flow into the organization, there are often updates to the approved Service Plan budget. Unlike other government departments with fixed budgets, FPCC acts as a non-profit and applies for funding by writing proposals throughout the fiscal year, relying on its partnerships with other organizations for revenue for grants and program delivery.

Variances were as follows:

- The MARR revenue line shows an increase of $300,000 over the Service Plan budget for the FirstVoices.com maintenance and rebuild project that will be implemented over the next two years. The decrease of the New Relationship Trust (NRT) revenue by $50,000 is the total deferred revenue for the development of an app to complement FirstVoices.com and is part of the planned FirstVoices rebuild project.
- The BC Arts Council revenue line was increased by $200,000 due to the new Aboriginal Youth Engaged in the Arts Program. It was a pilot in 2013/14 and we were not clear that it would be renewed until later in the fiscal year.
- There was a decrease of $74,000 in the Aboriginal Languages Initiative funding; this decrease is a combination of returned grants and reductions in administration funding.
- The $404,000 variance in Non-Governmental Organizations funding is a combination of deferred revenue recognized ($305,285 actual; $50,000 budget), Margaret A. Cargill Foundation ($248,000 actual; $150,000 budget) and Google Inc. ($50,000).
- The increase under expenditures in Grants by $686,000 is a combination of additional support from MARR, the Aboriginal Youth Engaged in the Arts and a combination of other smaller project grants.

- $91,000 less was expended on salaries than budgeted due to the vacant FirstVoices Manager position and a position that was only partly filled due to maternity leave. The increase in purchased services was due to contracting communications to back fill maternity leave, contractors for the Our Living Languages exhibition, and one-time projects that required contractor services. Professional fees were much less than budgeted as the services were more appropriately recorded under purchased services.

Fiscal Year Comparison – 2013/14 vs 2014/15
This section is a comparison of the previous year's actual results to the 2014/15 actuals. Below we describe any variances over 1% of the 2014/15 gross budget.

The variances are quite similar to those above:

- MARR revenue line shows an increase of $280,000 over the previous year due to support from FirstVoices.com.
- The decrease of the NRT revenue by $50,000 is the total deferred revenue.
- The BC Arts Council revenue line was increased by $200,000 due to the new Aboriginal Youth Engaged in the Arts Program.
- There was a decrease in the Aboriginal Languages Initiative funding by $57,000, which is a combination of returned grants and reduction in administration funding.
- The $241,000 variance in Non-Governmental Organizations funding is due to deferred revenue.
- The increase under expenditures in Grants by $596,000 is a combination of the special MARR grant, the Aboriginal Youth Engaged in the Arts and a combination of other smaller project grants.
- $121,000 less was expended on salaries than the previous year due to the vacant FirstVoices Manager position and a position that was only partly filled due to maternity leave.

Capital Expenditures
There were no significant capital expenditures for fiscal 2014/15 and additions consisted primarily of computer equipment replaced during the year.

Net Assets and Liquidity
Cash balances at March 31, 2015 amounted to $955,000, which is an increase of $428,000 from the previous year. This is due to the timing of BC Arts Council grants for AADA.

Major Risks and Opportunities that Affected Financial Performance, Their Impact on Financial Results, and How the Impact Was Managed or Mitigated

Increased Revenue in the Arts
The FPCC Arts department was funded by the BC Arts Council to continue the new Aboriginal Youth Engaged in the Arts program. The Arts department has been working closely with the Margaret A. Cargill Foundation (MACF) to ensure that they have all the information they need to explore a renewal of their funding as the MACF contract comes to an end in the new fiscal year.

Capacity in Language Programming
FPCC is actively seeking partnerships to support a rebuild of FirstVoices.com. The MARR special grant of $300,000 will help FPCC get one step closer to funding the rebuild. However, more partners are required to contribute to this large project. The FirstVoices.com is imperative work, which is key to ensuring First Nations languages are documented before all the fluent speakers have left us.

The FirstVoices program has found it difficult to maintain operations and upgrade technologies as many funders that previously contributed to FirstVoices that had a technology focus have discontinued those programs. On top of these stressors, the FirstVoices leader retired and FPCC has not had the financial resources to replace him.

Internal Organizational Capacity to Manage Data
Reporting requirements continue to be a challenge for a small organization with a modest budget to manage programs and accountabilities. The issue is difficult to mitigate as many funding partners invest in FPCC programs but do not contribute funds to support the administrative capacity of the organization. However, the demand for program specific data from funders is increasing as funders have many worthy organizations competing for their support and want details on the impact their funding in the community. The reporting requirement pressures can be mitigated by using technology for data collection and analysis. FPCC has researched possible partners for the development of a database but currently lacks the finances to realize a data system.

Increasing Demand for Community-Based Funding
As FPCC becomes more well know to our stakeholders and communities, and as we share our successful work in arts and language programing at conferences and meetings, there is additional pressure on FPCC resources. In 2007 we started new immersion programs with pilot funding and in 2014 we are still at pilot program levels of funding. It is very difficult to provide the programming and support services required to ensure every community has an opportunity to revitalize their arts and language programs. We were able to provide 68 grants this past fiscal year and every year we do our best to ensure that each of the 34 language groups is considered for a grant. However, it is never enough. This year, for example, 135 communities (out of 203) did not receive language grants. The FPCC Board and Advisory Committee are supporting management to update and move forward with the business plan for additional investment in community-based programming.

Use of Technology
With our community partners, we are investing in new tools and technology to support First Nations to document and teach their languages. We are making these tools available to as many First Nations communities as possible. These tools connect the younger generations with their First Nations languages and include the online FirstVoices Language Tutor, and applications for the iPhone, iPad and iPod touch. FPCC apps have been a great investment and are connecting the younger generations to their languages and our organization.

Overview of the Internal and External Business and Policy Environment Affecting Financial Operations over the Past Year

Partnerships have been key to assisting FPCC to achieve its mandate this past year and will continue to be a focus of our approach in delivering our programs and services. The BC Arts Council had been instrumental in supporting FPCC to respond to the need for the transmission of cultural and artistic knowledge to the next generations. The "Our Living Languages" exhibition that FPCC developed in partnership with RBCM has increased the visibility of our organization and the work of B.C. First Nations language champions and artists in B.C. and Canada.

The ongoing support and partnerships FPCC staff have with First Nations artists, language champions and cultural experts contribute to the quality of our programs and services on a daily basis. Without the support of B.C. First Nations communities, FPCC would not be able to deliver its mandate.

Management Perspective on the Future Financial Outlook Covering at Least the Three-Year Period Listed in the Service Plan

See Financial Resource Summary Table for funding estimates for the next three years.

FPCC is please to be delivering the funding from the Department of Canadian Heritage (DCH) for the Aboriginal Languages Initiative. This significant investment in community-based language revitalization efforts has positively impacted the capacity and language revitalization results in B.C First Nations communities.

We anticipate that our long standing partnerships with the BC Arts Council and NRT will continue and that we will successfully meet the requirements of our new partners, such as MACF, and they will, in turn, continue to invest in our organization. However, there are no long-term contracts in place and FPCC has no guaranteed funding, as all funds are proposal driven.

Two keys sources of revenue come from trusts that are invested (First Citizen's Fund and the New Relationship Trust). As a result, actual financial results may differ materially from the future-looking information in this plan.

Results from the *Report on the Status of B.C. First Nations Languages Report 2014* indicate there is a significant risk that the diversity and traditional knowledge of B.C. First Nations languages and heritage will be lost unless more opportunity is created for the 34 languages to be archived and learned.

Revenue generation remains a priority in order for FPCC to achieve its mandate. The forecast budget in this plan is conservative and does not reflect the resources required to prevent the impending extinction of B.C. First Nations languages and traditional art forms.

Developing strategies for fundraising and partnerships is a key area of business focus for FPCC management and the Board. This work is very difficult in a time of economic downturn as there are many worthwhile organizations competing for funding. In addition, the value of our work is not widely understood by the philanthropic community, although we continue to take opportunities to educate funders. For example, we will be presenting at the International Funders for Indigenous Peoples conference in the new fiscal year.

First Nations demographics also factor into the future outlook. In B.C., the fastest growing demographic is Aboriginal youth. Combined with growing interest in language and cultural revitalization, we anticipate increased pressure and demand for FPCC programs and services.

Financial Resource Summary Table

	2009/10 Actual	2010/11 Actual	2011/12 Actual	2012/13 Actual	2013/14 Actual	2014/15 Actual	2014/15 Budget	2014/15 Variance	2013/14-14/15 Variance	2015/16 Budget	2016/17 Budget
Revenues											
Ministry of Aboriginal Relations and Reconciliation	1,451	1,476	1,451	1,051	1,071	1,351	1,051	300	280	1,051	1,051
New Relationship Trust	1,055	1,000	1,000	797	750	700	750	(50)	(50)	750	750
BC Arts Council	450	123	480	505	740	735	535	200	(5)	535	535
Other Provincial Ministries	14	0	0	0	0	0	0	0	0	0	0
Federal Ministries	236	43	852	811	817	760	834	(74)	(57)	834	834
Non-Governmental Organizations	264	496	230	391	613	854	450	404	241	448	450
Interest and Other	23	63	38	99	36	49	139	(90)	13	162	159
Office Overhead Recoveries	117	54	47	54	68	67	59	8	(1)	57	59
Total Revenue	3,610	3,255	4,098	3,708	4,095	4,516	3,818	698	421	3,837	3,838
Expenditures											
Grants	1,970	1,786	2,536	2,274	2,504	3,100	2,414	(686)	596	2,427	2,427
Salaries and Benefits	813	890	941	795	864	743	834	91	(121)	841	841
Community Resources, R&D and Jury Costs	160	86	109	112	136	98	97	(1)	(38)	97	97
Purchased Services	198	125	37	72	199	224	37	(187)	25	37	37
Professional Fees	22	28	106	62	50	29	113	84	(21)	113	113
Facilities – Rent, Heating and Maintenance	59	64	58	57	56	56	57	1	(0)	57	57
Office Overhead and Operating Costs	256	186	210	258	226	212	183	(29)	(14)	182	183
Amortization of Capital Assets	53	48	38	39	17	17	40	23	0	40	40
Board and Advisory	79	42	63	39	43	37	43	6	(6)	43	43
Total Expenses	3,610	3,255	4,098	3,708	4,095	4,516	3,818	(698)	421	3,837	3,838
Excess (Deficiency) of Revenue over Expenses	0	0	0	0	0	0	0	0	0	0	0
Capital Expenditure	0.00	0.00	0.00	0.00	15	15	15	0	15	15	15
Total Debt	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0.00	0.00	0.00
Accumulated Surplus	384	384	384	384	384	384	384			384	384

Note 1: The above financial information was prepared based on current Generally Accepted Accounting Principles.
Note 2: Any further explanation of inconsistencies, missing data, significant fluctuations, unmet targets, etc.
Note 3: Crowns should customize their Operating Revenues and Expense items to accurately reflect the nature of their business model.

Appendix A: Additional Information

SECTION	HYPERLINK
ORGANIZATIONAL OVERVIEW • Mission, vision and values • Legislation and mandate • Overall benefit or service • Principal partners and stakeholders • How services are delivered • Location and staff contacts	www.fpcc.ca/about-us
PROGRAMS AND SPECIAL PROJECTS • Language programs • Arts programs • Culture & heritage programs • FirstVoices • Endangered Languages Project • Our Living Languages exhibition • FPCC mapping projects	www.fpcc.ca/language/Programs www.fpcc.ca/arts/Programs www.fpcc.ca/culture/projects www.fpcc.ca/language/FirstVoices www.fpcc.ca/language/ELP www.fpcc.ca/language/Exhibition www.fpcc.ca/language/language-map
CORPORATE GOVERNANCE • Board of directors • Advisory committee • Board committees • Senior management • Governance principles • Whether FPCC info adheres to BRDO • Performance management systems	www.fpcc.ca/about-us/governance www.fpcc.ca/about-us/board www.fpcc.ca/about-us/advisory www.fpcc.ca/about-us/performance
FIRST PEOPLES' CULTURAL INSTITUTE	www.fpcc.ca/culture/institute
FIRST PEOPLES' LANGUAGE MAP OF B.C.	maps.fpcc.ca
LIST OF ABORIGINAL LANGUAGES IN B.C.	www.fpcc.ca/files/pdf/fpcc_language_dialect_list_2013.pdf
STATUS OF LANGUAGE REPORT	www.fpcc.ca/language/status-report/

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Financial Statements

Year Ended March 31, 2015

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL
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Year Ended March 31, 2015

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First Peoples' Heritage, Language & Culture Council

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Phone [250] 652-5952 Fax [250] 652-5953

Management's Report

Management's Responsibility for the Financial Statements

The financial statements have been prepared by management in accordance with Canadian public sector accounting standards and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Board of Directors is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal controls and exercises these responsibilities through the Board. The Board reviews internal financial statements on a monthly basis and external audited financial statements yearly.

The external auditors, PATERSON HENN PROFESSIONAL ACCOUNTANTS, conduct an independent examination, in accordance with Canadian auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of First Peoples' Heritage, Language and Culture Council and meet when required.

On behalf of First Peoples' Heritage, Language and Culture Council

Tracey Herbert
Executive Director

May 11 2015

PATERSON HENN
PROFESSIONAL ACCOUNTANTS

Caroline M. Paterson, CPA, CGA*
Sheila C. Henn, CPA, CA*
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INDEPENDENT AUDITOR'S REPORT

To the Members of First Peoples' Heritage, Language & Culture Council

We have audited the accompanying financial statements of First Peoples' Heritage, Language & Culture Council, which comprise the statement of financial position as at March 31, 2015 and the statements of operations, change in net financial assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Public Sector Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of First Peoples' Heritage, Language & Culture Council as at March 31, 2015 and the results of its operations and its cash flows for the year then ended in accordance with Canadian Public Sector Accounting Standards.

The financial statements for the year ended March 31, 2014 were audited by another accounting firm and are presented for comparative purposes only.

Paterson Henn

Sidney, British Columbia
May 11, 2015

PROFESSIONAL ACCOUNTANTS

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Financial Position

March 31, 2015

(In Thousands of Dollars)

	2015	2014
Financial assets		
Cash and Banks	$ 955	$ 527
Accounts receivable	39	27
GST receivable	18	20
Loans receivable *(Note 4)*	100	-
Due from Government	433	772
	1,545	1,346
Liabilities		
Accounts Payable and Accrued Liabilities	1,140	692
Deferred Contributions *(Note 6)*	63	309
	1,203	1,001
Net financial assets	342	345
Non-financial assets		
Tangible Capital Assets *(Note 5)*	32	34
Prepaid expenses	10	5
Total Non-Financial Assets	42	39
Accumulated surplus	$ 384	$ 384

Approved by the Board:

_____ *Director*

_____ *Director*

The accompanying notes and supplementary schedules are an integral part of these financial statements

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Operations

Year Ended March 31, 2015

(In Thousands of Dollars)

	Budget	2015	2014
Revenue			
Grants	$ 3,570	$ 4,094	$ 3,940
Interest and other revenue	10	49	36
Administration fees	188	67	68
Deferred revenue	50	305	52
	3,818	4,515	4,096
Expenditures			
Arts Programs	931	1,391	994
First Voices Programs	428	574	398
Language Programs	1,768	1,696	1,807
Operating Expenses	651	837	880
Amortization	40	17	17
	3,818	4,515	4,096
Net excess of revenue over expenses	-	-	-
Net assets - beginning of year	384	384	384
Net assets - end of year	$ 384	$ 384	$ 384

The accompanying notes and supplementary schedules are an integral part of these financial statements

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL
Statement of Change in Net Assets
Year Ended March 31, 2015
(In Thousands of Dollars)

	Budget	2015	2014
Annual Surplus	$ -	$ -	$ -
Acquisition of tangible capital assets	(15)	(15)	(23)
Amortization of tangible capital assets	40	17	17
Acquisition of prepaid expense	-	(5)	-
Increase (decrease) in net financial assets	25	(3)	(6)
Net financial assets, beginning of year	384	345	351
Net financial assets, end of year	$ 409	$ 342	$ 345

The accompanying notes and supplementary schedules are an integral part of these financial statements

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Cash Flows

Year Ended March 31, 2015

(In Thousands of Dollars)

	2015	2014
Cash flows from operating activities		
BC Arts Council	$ 735	$ 740
BC Ministry of Aboriginal Relations & Reconciliation	1,351	1,071
Canada Council of the Arts	-	20
Department of Canadian Heritage	760	797
First Peoples' Cultural Foundation	213	250
Geospatial	-	13
Google Inc.	50	42
Margaret A. Cargill Foundation	249	-
New Relationship Trust Corporation	700	750
Royal BC Museum	23	257
University of Victoria	13	-
Administration fees	67	68
Interest Income and other miscellaneous receipts	49	36
Net change in non-cash item - deferred contributions	305	52
	4,515	4,096
Cash used for grants and awards	(3,099)	(2,504)
Cash used for salaries and benefits	(743)	(864)
Cash used for materials and services	(130)	(851)
	(3,972)	(4,219)
Cash flow from cash flows from operating activities	543	(123)
Cash flows from investing activity		
Purchase of tangible capital assets	(15)	(23)
Cash flow used by cash flows from investing activity	(15)	(23)
Cash flows from financing activity		
Advances for loans receivable	(100)	-
Cash flow from (used by) cash flows from financing activity	(100)	-
Increase (decrease) in cash	428	(146)
Cash - beginning of year	527	673
Cash - end of year	$ 955	$ 527

The accompanying notes and supplementary schedules are an integral part of these financial statements

1. NATURE OF OPERATIONS

The First Peoples' Heritage, Language & Culture Council (the "Council") is a Crown Corporation, established under the *First Peoples' Heritage, Language and Culture Act* and is an agent of the Crown. The Council commenced operations April 1, 1991. The mission of the Council is as follows:

- To preserve, restore and enhance First Nations' heritage, language and culture;
- To increase understanding and sharing of knowledge, within both First Nations' and non-First Nations' communities; and
- To heighten appreciation and acceptance of the wealth of cultural diversity among British Columbians.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

These financial statements were prepared in accordance with Canadian Public Sector Accounting Standards.

Budgeted figures have been provided for comparison purposes and have been derived from the estimates approved by the Board of Directors.

The financial statements for the prior year were audited by another accounting firm and are presented for comparative purposes only.

Tangible capital assets

Tangible capital assets are stated at cost or deemed cost less accumulated amortization. Tangible capital assets are amortized over their estimated useful lives on a straight-line basis at the following rates:

Computers	3 years
Computer software	3 years
Furniture and equipment	5 years
Leasehold improvements	7 years

No amortization has been taken on the Art Collection.

Loans receivable

Loans receivable are recorded at amortized cost less any amount for valuation allowance. Valuation allowances are made to reflect loans receivable at the lower of amortized cost and the net recoverable value, when collectibility and risk of loss exists. Changes in valuation allowance are recognized in the statement of operations. Interest is accrued on loans receivable to the extent it is deemed collectable.

Revenue recognition

The Council follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

(continues)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Donated services and materials

Donated materials are recorded both as donations and expenses at their fair value when fair value can be reasonably estimated. Donated services are not recorded in the financial statements, as they cannot be reasonably estimated. The Council also receives a number of volunteer hours from the Board of Directors, which have not been recognized, due to the difficulty of estimating their value.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian Public Sector Accounting Standards requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

3. RELATED PARTY TRANSACTIONS

The Council's Board of Directors and Advisory Committee are appointed by the Minister of Aboriginal Relations and Reconciliation. There are two parallel processes for appointment for these positions. Three board positions are appointed by the Board Development Office by application and the other nine directors on the board are selected by the Council's board of governance committee through an application process. These board members are from BC First Nations communities. The Council's Advisory Committee has thirty-four positions, one for each BC First Nations Language, and these Advisory Committee members are selected by the Council's governance committee.

It is inevitable that there will be grants made to the community linked to one of the Council's Board or Advisory Committee members. The standard application process and the peer review processes by which the Council selects grants ensures there is not a conflict of interest.

The First Peoples' Heritage, Language and Culture Council is related through common ownership to all Province of British Columbia ministries, agencies and Crown corporations. Transactions with these entities are made under normal operational terms and conditions.

4. LOANS RECEIVABLE

In March 2015, the Council approved and provided a short term loan to the First Peoples' Cultural Foundation for the purposes of funding a specific project. The loan is provided with no interest accruing for a period of two months from the date the cheque was issued in March 2015 and then commencing in the third month, interest will accrue at the current Bank of Canada prime lending rate per annum. The agreement and note receivable are made within the laws of British Columbia.

The loan receivable has been recorded at cost and no interest or valuation allowance has been recorded. No interest has accrued and subsequent to the year end the loan has been repaid in full.

5. TANGIBLE CAPITAL ASSETS

(in Thousands of Dollars)

	Cost	Accumulated amortization	2015 Net book value	2014 Net book value
Art Collection	$ 14	$ -	$ 14	$ 14
Computers	251	237	14	17
Computer software	51	50	1	2
Furniture and equipment	86	83	3	1
Leasehold improvements	167	167	-	-
	$ 569	$ 537	$ 32	$ 34

6. DEFERRED CONTRIBUTIONS

The Council has continuing programs at March 31, 2015. Contributions are recognized as revenue in the fiscal year the related expenses are incurred or services are performed.
Contributions have been deferred as follows:

(in Thousands of Dollars)

	2015	2014
BC Arts Council	$ -	$ 196
Canada Council for the Arts	2	13
Google Inc.	-	8
Liard First Nations	-	1
Margaret A. Cargill Foundation	-	16
New Relationship Trust	50	-
Royal BC Museum	-	73
University of Victoria - Netolnew	11	-
University of Victoria - Stronger Together	-	2
	$ 63	$ 309

7. CAPITAL STOCK

The capital of the Council is one share with a par value of $100. The share is issued to and held by Her Majesty the Queen in right of the Province of British Columbia.

8. PUBLIC SERVICE PENSION PLAN

The Council and its employees contribute to the BC Public Service Pension Plan. The plan is a multi-employer defined benefit plan administered by the British Columbia Pension Corporation in accordance with the *Public Sector Pension Plans Act*.

The plan provides defined pension benefits to employees based on their length of service and rates of pay. The risks and rewards associated with the Plan's unfunded liability or surplus are shared between the employers and the Plan's members and may be reflected in their future contributions. No pension liability for this type of plan is included in the financial statements.

9. CONTRACTUAL LEASE AGREEMENT

The Council entered into a seven year commercial lease agreement with the Tsartlip First Nation on February 14, 2014 and expiring February 14, 2021 for its premises. The base minimum yearly rental is $42,000 annually with any additional taxes, charges or other costs to be paid by the Council.

The minimum annual operating lease repayment is:

	(In Thousands of Dollars)
2016	$ 42
2017	42
2018	42
2019	42
2020	42
	$ 210

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Schedule of Grant Revenue *(Schedule 1)*

Year Ended March 31, 2015

(In Thousands of Dollars)

	Budget	2015	2014
Revenue			
BC Arts Council	$ 535	**$ 735**	$ 740
BC Ministry of Aboriginal Relations & Reconciliation	1,051	**1,351**	1,071
Canada Council for the Arts	-	**-**	20
Department of Canadian Heritage	811	**760**	797
First Peoples' Cultural Foundation	250	**213**	250
Geospatial Project	-	**-**	13
Google Inc.	50	**50**	42
Margaret A. Cargil Foundation	150	**249**	-
New Relationship Trust Corporation	750	**700**	750
Royal BC Museum	23	**23**	257
University of Victoria	2	**13**	-
	$ 3,622	**$ 4,094**	$ 3,940

The accompanying notes and supplementary schedules are an integral part of these financial statements

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Operations by Program (Unaudited)

Year Ended March 31, 2015

(In Dollars)

	Administration	Arts Program	First Voices	Language Program	Total
Revenue					
DCH	-	-	-	760,017	760,017
BC Arts Council	-	735,000	-	-	735,000
MARR	591,297	34,188	423,529	301,986	1,351,000
FPCF	-	-	-	213,756	213,756
New Relationship Trust	-	150,000	150,000	400,000	700,000
Google Inc	50,000	-	-	-	50,000
University of Victoria	13,000	-	-	-	13,000
Margaret A. Cargil Foundation		248,722	-	-	248,722
RBC Museum Revenue	23,000	-	-	-	23,000
	677,297	1,167,910	573,529	1,675,759	4,094,495
Revenue - Other					
Interest and other	28,897	-	-	19,828	48,725
Administration fees	66,800	-	-	-	66,800
Deferred Revenue	81,867	223,418	-	-	305,285
	177,564	223,418	-	19,828	420,810
Total Revenue	854,861	1,391,328	573,529	1,695,587	4,515,305
Expenditures					
Grants	38,251	1,194,000	450,000	1,416,938	3,099,189
Salaries and Benefits	369,915	122,645	122,109	128,549	743,218
Community Resources	7,402	27,321	-	63,557	98,280
Purchased Services	175,892	22,431	-	25,215	223,538
Professional Fees	29,181	-	-	-	29,181
Facilities	55,894	-	-	-	55,894
Other Operating Costs	124,176	24,931	1,420	61,328	211,855
Board and Advisory	37,059	-	-	-	37,059
Total Expenditures	837,770	1,391,328	573,529	1,695,587	4,498,214
Excess (Deficiency) of Revenue over Expenditure before amortization	17,091	-	-	-	17,091
Amortization	17,091	-	-	-	17,091
Excess (Deficiency) of Revenue over Expenditure	-	-	-	-	-

The accompanying notes and supplementary schedules are an integral part of these financial statements